Selection System Methodology Presentation for The Commonwealth of Kentucky Blue Ribbon Task Force

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Kentucky
UNBRIDLED SPIRIT ™

About Select International

Select International, Inc. is a global provider of assessment systems for employee selection and development. More than 2 million people in 80 countries have been assessed using our behavioral interviews, automated tests, inventories and job-related simulations. A thought leader recognized for innovation in interviewing and testing technology, Select provides one of the most complete and well researched libraries of assessment content for all organizational levels.

Many of the world's largest and most successful organizations trust Select to deliver the best in automated, on-line assessment technology, behavioral interviewing and remote assessment services.

Select's founders coauthored the book
Hiring Great People, A 'Business Best Seller'

About Select International

Over 200 Implementations

- Over 2 Million People Assessed

- Highest Documented Validity (Accuracy)
  - Ratings .5 to .7

- Never Lost a Legal Challenge

- Assessment is Our Only Business

- 96% of Select's Clients are Repeat Customers

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- **Efficient**

- **Accurate**

- **Fair**

Efficient

- Leverage technology

- Automate screening and scheduling

- Reduce hiring cycle time

- Minimize administration

- Lower cost per hire

Accurate

- Competency based

- Measures skills, knowledge and motivations that are critical for success

- All steps in hiring process must relate to actual job performance

Fair

- Eliminates bias

- Best overall fit for job requirements

- All qualified applicants have equal chance

- Candidates measured against same standards

Simplify Job Groupings

- Identify commonalities across job titles

- Create position groupings

- Establish core competencies, minimum qualifications and technical requirements as needed

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Are competency-based as determined by job analysis

Leadership	**Integrity**
Planning and Organizing	**Ownership**
Problem Solving	**Sales Focus**
Project Management	**Processing Speed**
Customer Commitment	**Data Entry Skills**
Quality Focus	**Teamwork**
Adaptability	**Conscientiousness**
Initiative	**Motivational Fit**
Oral Communication	**Positive Attitude**

Competency Definitions

LEADING OTHERS

- Leading by setting clear expectations for performance and responsibility.
- Coaching others for the purpose of improving that person's performance.
- Patiently working with the individual to ensure that they understand and are competent at the skill or competency area.
- Serving as a role model of appropriate attitudes and behaviors.
- Diagnosing the needs and capabilities of associates and taking actions to maximize each person's development.

MANAGING RESOURCES

- Establishing goals, identifying a purpose, and setting clear objectives to guide actions for self or others.
- Organizing or adjusting information, people, and materials to meet established goals and priorities.
- Instituting effective methods for keeping track of the status of the sub-tasks and the overall timeline of a project and for ensuring that project goals are met in a timely manner.

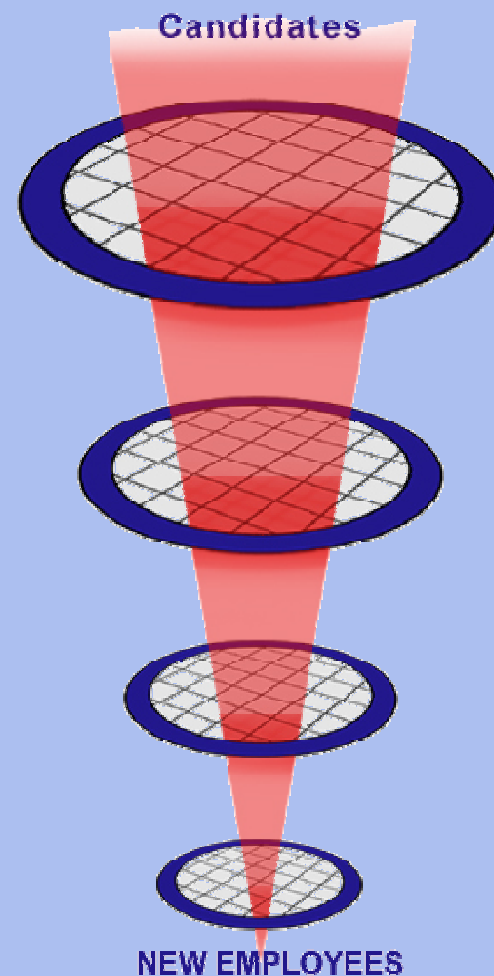# World Class Selection Systems:

- Are true "Systems"

    · No single factor consistently predicts job performance best.

    · No single assessment method is acceptable for measuring all competencies.

    · Different companies and jobs require different employee profiles.

World Class Selection Systems:

- Hiring profile

- Realistic Job Preview

- Web or IVR prescreening

- In-depth assessment

- Behavioral interviews

- Background checks

- Drug screening

Candidates

NEW EMPLOYEES

World Class Selection Systems:

- Use behaviorally based interviewing

  - Allows interviewers to gather specific work related examples of a candidate's 'past behavior' by asking structured job relevant questions

  - Structured interview guides

  - Training for all interviewers

  - Behavioral anchors to create common standards

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Thank You!